

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
June 2015



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries	378	357	370	337	287	315	326	314	364	338	322	403	4111
Number of Complaints Drafted	162	143	115	117	92	140	130	137	135	170	135	165	1541
% of inquiries drafted	43%	40%	31%	35%	32%	43%	40%	44%	37%	50%	42%	41%	40%
Employment	125	118	90	78	71	107	99	98	58	112	87	119	1327
Housing (Real Estate)	21	17	14	12	16	17	13	11	8	18	20	17	184
Public Accommodation	14	7	9	20	3	13	12	18	6	20	18	26	166
Credit	1	0	1	0	0	0	1	0	0	2	0	0	5
Education	1	0	1	5	2	3	5	10	3	15	2	3	50
Unknown	0	0	0	0	0	0	0	0	0	6	8	0	14
Number of Complaints Formalized	95	103	71	96	71	64	82	65	75	99	81	86	988
Employment	60	85	47	70	43	48	57	49	58	62	44	59	682
Transferred from EEOC*	0	10	1	0	0	0	0	3	10	15	13	4	56
Housing (Real Estate)	23	9	17	20	18	8	13	6	8	14	18	6	160
Transferred from HUD**	4	1	5	4	1	1	3	3	5	2	5	0	34
Public Accommodation	12	9	7	5	10	5	8	6	6	16	14	13	111
Credit	0	0	0	1	0	0	1	0	0	1	0	0	3
Education	0	0	0	0	0	3	3	4	3	6	5	6	30

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries by Region	378	357	370	337	287	315	326	314	364	338	298	344	4028
Region 1	41	32	35	40	33	26	30	37	34	32	28	34	402
Region 2	40	23	38	27	26	28	24	22	27	28	27	32	342
Region 3	30	29	35	28	22	24	21	24	27	21	19	13	293
Region 4	11	11	12	17	17	8	14	12	13	15	12	14	156
Region 5	180	177	138	138	124	157	151	126	131	137	118	149	1726
Region 6	18	33	31	19	17	23	29	19	32	30	32	31	314
Region 7	10	10	15	9	10	9	6	17	12	12	16	25	151
Region 8	25	19	24	22	16	21	18	20	19	28	19	19	250
Region 9	17	17	35	29	20	14	20	21	30	27	24	27	281
Unknown/Out of State	9	6	7	8	2	5	8	16	39	6	3	2	111

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
% of Aged Cases by Area													
Employment	12%	10%	9%	19%	19%	18%	15%	12%	12%	9%	9%	9%	13%
Housing (Real Estate)	0%	10%	16%	16%	17%	8%	14%	18%	5%	11%	13%	6%	11%
Public Accommodation	19%	16%	14%	18%	13%	15%	37%	20%	19%	22%	13%	7%	18%
Credit	0%	0%	0%	50%	50%	0%	0%	0%	50%	0	0	0%	13%
Education	31%	34%	30%	29%	29%	9%	20%	11%	9%	8%	13%	13%	20%
Open Cases by Area													
Employment	701	759	762	781	780	793	795	813	821	833	730	777	
Housing (Real Estate)	75	67	63	55	63	63	61	44	46	57	69	68	
Public Accommodation	98	104	104	100	107	112	118	114	117	133	135	141	
Credit	1	1	1	1	2	2	3	2	3	4	4	4	
Education	39	39	43	31	28	29	33	35	35	41	43	46	

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate, or Right to Sue), FO = Final Order.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Number of Cases Closed	80	44	59	78	63	43	53	62	45	35	84	79	725
Employment	63	24	28	42	44	32	35	27	34	29	63	63	484
Housing (Real Estate)	5	18	20	23	14	9	16	24	7	4	5	8	153
Public Accommodation	5	2	8	8	2	1	2	10	3	0	11	6	58
Education	7	0	3	5	3	1	0	1	1	5	5	2	30
Credit	0	0	0	0	0	0	0	0	0	0	0	0	0
Type of Closure													
NPC	58	13	32	42	39	29	33	35	20	13	71	59	444
CWS	10	9	9	21	14	5	8	9	10	7	9	14	125
CW	6	5	2	3	3	1	3	4	4	9	4	1	45
AD	4	14	16	11	7	6	9	10	6	3	0	5	91
FO	2	2	0	1	0	2	0	4	5	1	3	0	20

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Probable/Reasonable Cause Findings	3	2	0	7	9	1	7	1	0	2	1	2	35
Employment	3	1	0	5	5	1	1	1	0	1	0	1	19
Housing (Real Estate)	0	0	0	1	4	0	3	0	0	1	1	1	11
Public Accommodation	0	1	0	1	0	0	0	0	0	0	0	0	2
Education	0	0	0	0	0	0	0	0	0	0	0	0	0
Credit	0	0	0	0	0	0	0	0	0	0	0	0	0
Active Cases													
Employment	34	34	34	34	34	40	42	43	35	34	32	30	
Housing (Real Estate)	12	7	12	12	12	11	16	15	16	17	18	17	
Public Accommodation	7	3	7	7	7	6	5	7	6	6	6	6	
Education	4	5	4	4	4	5	4	5	5	5	5	5	
Credit	0	0	0	0	0	0	0	0	0	0	0	0	
Average Age of Cases since NOF*	287	298	332	312	295	298	305	328	379	400	429	474	

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Joy Nelson v Herman & Kittles Properties and Franklin Place Apartments is a housing case based on disability. There were two issues alleged with a mixed finding. The first issue the Complainant alleged that Respondent evicted her because of her disability. There was a No Reasonable Cause finding issued. The second issue alleged by the Complainant was that Respondent unreasonably delayed or denied a request for a reasonable accommodation. The second issue received a Reasonable Cause finding.

Caesarea Nash v Indiana Department of Corrections – Camp Summit Boot Camp is an employment case based on retaliation. There were two issues alleged with a mixed finding. The first issue the Complainant alleged that Respondent retaliated against her for filing a previous complaint. There was a No Probable Cause finding issued. The second issue resulted in a Probable Cause finding. Complainant alleged that she was subject to disparate discipline.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

No Final Orders

Articles of Interest:

Supreme Court Upholds Housing Discrimination Law

<http://www.usatoday.com/story/news/nation/2015/06/25/supreme-court-housing-discrimination/26097319/>

EEOC Issues Updated Pregnancy Discrimination Guidance

<http://www.eeoc.gov/eeoc/newsroom/release/6-25-15.cfm>

ICRC Takes Statewide CLE Program to Lafayette on July 10th

<http://in.gov/icrc/2873.htm>

Indiana Commission for Women to Host National Conference

<http://content.govdelivery.com/accounts/INSTATE/bulletins/10a086b>

Herman & Kittles Property, Inc. Charged with Non-Compliance with Reasonable Accommodation

<http://in.gov/icrc/2872.htm>

Housing Authorities Help Families Celebrate Father's Day

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2015/HUDNo_15-076

Civil Rights Leader Warns of Danger in Apathy

http://www.nwitimes.com/business/jobs-and-employment/civil-rights-leader-warns-of-danger-in-apathy/article_b0f26154-8b01-54bc-b356-3e9a7fe4d005.html

ICRC, Indianapolis Indians Holding Summer Student Essay Contest for Elementary School Students

<http://in.gov/icrc/2868.htm>